Prepare | Explore | Empower

The Academy
Board of Directors

Board Meeting
Monday, August 31, 2026
6:00pm

Agenda

I. Open Meeting
The Academy's mission is to help all students grow into college ready, exemplary citizens by combining academic mastery with personal empowerment to drive lifelong success. We serve our full community by intentionally developing a school culture that embraces diversity, equity, and inclusion. With this in mind, the Board of Directors welcomes all members of our community to this meeting and invites each person to begin our time together in whatever way will help ground you for thoughtful and productive discussion - a few deep breaths, a prayer, a moment to organize your thoughts, or whatever meets your needs.

II. Consent Agenda
a. Approve Agenda
b. Approval of July 31, 2026, minutes.

III. Public Comment
The chairperson will recognize anyone who signs the request form before the meeting time. Public comment and input shall be limited to fifteen minutes total, ten minutes per topic, and 2 minutes per speaker. Neither Board members nor Academy staff is obligated to respond to comments or input. The Board will provide written responses as deemed appropriate.

IV. Reports from Directors, Principals, and Committees
a. Executive Director Report – *Expectation: The ED will update the Board on the start of the new school year as well as progress toward financial and operational strategic priorities.*
b. Chief Academic Officer Report - *Expectation: The CAO will update the Board on the start of the new school year as well as progress toward instructional and cultural strategic priorities.*
c. Committee Reports – *Expectation: Committee Chairs will update the Board on progress with each committee.*
    i. Finance – No Finance Committee meeting this month.
    ii. SACademic – No SACademic Committee meeting this month.
    iii. PTO – PTO is currently on hold.

V. Presentation and Discussion
a. After School Care Programming - *Expectation: The ED will update the Board on changes currently being considered for After School Care programming structures.*

b. Supporting Appropriate Staff-to-Student Relationships – *Expectation: The CAO will provide an update on the Board's conversation from the Summer Retreat.*
c. CARS Report – *Expectation: The ED will review the latest report on the school's academic progress from the Colorado Charter School Institute.*
d. Executive Session C.R.S. §24-6-402(4) – *Expectation: As needed, the Board may call an executive session for one of the specific topics identified below via a 2/3 majority.*
    i. Discussions regarding buying or selling property;
    ii. Conferences with an attorney to receive legal advice;
    iii. Matters required to be kept confidential by state or federal law (e.g., student academic records);
    iv. Security arrangements or investigations;
    v. Determining contract negotiation strategies;
    vi. Personnel matters;
    vii. Consideration of documents protected from disclosure under the Open Records Act; or
    viii. Discussion of individual students where public discussion would adversely affect the student involved.
e. Work Session Summary – *Expectation: The Board Chair will summarize the topics discussed during the work session prior to this formal meeting.*

VI. Executive Summary
a. N/A – *Expectation: There are no items up for a Board vote this month.*

VII. Adjourn Meeting

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Board Retreat

July 31, 2026

Present in Room: Brent Reckman, Dan Klenjoski, Kevin Sanchez, Jen Halford, Larissa Fransua, Sarah Drewlow, Kent Smith, Laura Rupert, Suzie Galbraith, Katie Stillman, Rick Heroff, Roxanne Ellsworth, Katie Ball, Sara Gramarossa, Kristin Cofrades, Kristin Will, Stephanie Mann, Anthony Watson, Brenndan Duffy

Present via Online Meeting: Autumn Coffee

I. Open Meeting: Called to order at 8:07
   A. The Academy's mission is to help all students grow into college ready, exemplary citizens by combining academic mastery with personal empowerment to drive lifelong success. We serve our full community by intentionally developing a school culture that embraces diversity, equity, and inclusion. With this in mind, the Board of Directors welcomes all members of our community to this meeting and invites each person to begin our time together in whatever way will help ground you for thoughtful and productive discussion - a few deep breaths, a prayer, a moment to organize your thoughts, or whatever meets your needs.
II. Consent Agenda: approve today's agenda and the minutes from June 8th.
   A. Motion to approve: Kevin
   B. Second: Jen
   C. Call for vote: all approved, motion carried.
III. Public Comment: None received.
IV. Welcome: quick introductions in the room. Kristin Will is new HS Assistant Principal, Kent Smith is new Work-Based Learning.
V. Annual Workplan and Scorecard
   A. Completion of 5-year Strategic Plan
      1. Ended at 81% of KPIs met.
      2. Don't see it as a good thing to meet 100% of Strategic Plan goals; may indicate that we didn't set our goals high enough
   B. Review New 3-Year Strategic Plan (5 min.)
      1. Big pieces that come together to form our Strategic Plan
         a) Driven by Mission, Vision and Values
         b) Introduction/Celebration of program highlights (numbers)
         c) Now broken into two big themes
            - Elevating Learning
            - Elevating Community (ensuring this stands out in next phase of our school life)
         d) Elevate Learning
            - Continue to expand on six core values that have always been important part of who we are
            - Further define Academic values
         e) Elevate Community
            - Not quite as detailed as learning section, but we articulate community values and we identify the most important elements of what it means to build a strong community

f) Finance, Operations and Governance: fairly similar to past versions
g) Academic Values: (not new- just speaking them clearly and specifically)
    - Students First
    - Inclusivity and Support
    - Outcome Driven
    - PK-12 Alignment
    - Excellence
    - Growth Mindset
h) Still using Prepare, Explore and Empower
i) Target Setting: works the same way as former strategic plan
    - High level goals that are meant to be aspirational statements
    - KPIs: measures that we'll track at Board level
    - Key Actions: new section. Effort to be a level clearer and sharper about how we're going to reach KPIs. Controllable actions we'll take each year to move the needle.

C. Senior Admin Present 2026-27 Annual Work Plans (40 min.)

1. Lower Elementary
    a) Teach children how to read, write and do math
    b) KPIs will focus on Growth AND Achievement
    c) Need to spend some time and energy on high-achieving students. We've spent lots of time on Tier II and III instruction who need support in reading, math and behavior plans
    d) Focus on Tier I instructional practices
    e) Working on public speaking opportunities for students
    f) Making some changes to how we do GT testing and identification
    g) Students are struggling with coping with challenging learning and showing resilience
2. Upper Elementary
    a) Continue the work of helping students become good readers, writers and mathematicians
    b) Increase the number of students meeting or exceeding grade level standards
    c) Growth is not always the same year to year. Looking at it more over 3 years.
    d) Re-norm and improve Tier I practices (general classroom teaching practices)
    e) Large population of high achievement and low growth
    f) More practice with struggling and overcoming challenge
    g) Going to dig more deeply in to specific lessons in Leader in Me instead of doing the program linearly like years past
3. Middle School
    a) Tier 1 Best Practices
    b) Intentional IXL Time during Flex Gym
    c) GT/Honors: Accelerated English Courses for all three grade levels and Intentional GT Time during Flex Gym
    d) Individual Career and Academic Plan (ICAP)
    e) Self-Awareness is a focus for social-emotional learning
    f) Leadership class has really exploded: will do both semesters at all three grade levels
    g) New data program called LinkIt- will help look at repeated behavior
    h) Kevin suggestion: connect leadership to the home, as well, when encouraging community involvement

4. High School
    a) 90% of graduates display readiness for college, career, military, etc. (3-year goal; this year is 80%)
    b) Lots of math growth with Math 180 and Algebra 1 (new curriculum)
    c) Not using MAPS as baseline data this year. Will use diagnostic test in IXL instead for grades 9-12.
    d) Also strengthening Tier I academic rigor
    e) Adding technical colleges to the fall college fair; will include additional non-traditional colleges and paths
    f) Hired a 9th-grade only counselor last year. Rewrote 8th grade transition plans- sounds like she was really great.
5. Chief Academic Officer
    a) UIP, Strategic Plan, Work Plan goals are all aligned across platforms and levels (great!)
    b) Data dashboard, LinkIt, gives a full picture of how a student is doing real time.
6. Elevating Community and Finance, Operations & Governance will be covered in future meeting
7. Preview of Fall and Winter Board Presentations (October)
    a) Discussed considerations for best time of data presentations and what we'd like to see

D. Develop Governance Annual Work Plan (35 min.)
    1. Discussed:
E. Review 2025-26 Board Self-Evaluation
    1. Discussed and began work; will continue work in August Board Meeting
F. Discuss priorities for Board development in 2026-27
G. Identify Data Points for the 2026-27 Bi-Annual Scorecard Reporting Template (10 min.)
    1. Discussed and agreed to what was presented.
H. Finalize 2026-27 Bi-Annual Scorecard at August Meeting

VI. Governing for Greatness: Board Training Review and Ongoing Development

A. Review Board Procedural Manual
    1. Reviewed
B. Complete Title IX Training
    1. Reviewed the Title IX Policy and our role as a Board
    2. Claire Young is our Title IX Officer; she is not an investigator but is there to help complainants navigate the process
    3. Worked through Title IX Training Slides
C. Review Fiduciary Responsibilities & Conflict of Interest Policy
    1. Reviewed
    2. Significantly related parties, relationships and transactions
    3. Reviewed Code of Ethics for Colorado Public Officials
D. Take Oath of Office & Sign Annual Agreements
    1. Discussed and signed
E. Review Board Communication Pathways, Open Meetings Guidance, & Executive Session Requirements
    1. Reviewed all topics
F. Vote for 26-27 Board Officer Roles
    1. We aim for two years for officer roles, even though we renew them every year.
    2. Motion to approve Sarah Drewlow for a second year as Chair: Kristin
        a) Second: Jen
        b) Call for vote: all approved, motion carried.

3. Motion to approve Kevin Sanchez for a second year as Vice Chair: Sarah
    a) Second: Larissa
    b) Call for vote: all approved, motion carried.
4. Motion to approve Dan Kelenjoski for a second year as Treasurer: Jen
    a) Second: Sarah
    b) Call for vote: all approved, motion carried.
5. Motion to approve Kristin Cofrades for a second year as Secretary: Larissa
    a) Second: Jen
    b) Call for vote: all approved, motion carried.

G. Review CSI Board Training Resources
    1. Reviewed

VII. Legal Compliance

A. Review legal and policy updates from CSI and The Academy's legal counsel.
    1. Discussed resources for legal updates (CSI, CO League of Charter Schools, Schools legal team)
B. Discuss relevant updates and/or changes to current school policy and procedure, as needed.
C. Identify appropriate next steps.
D. Review practices in place to protect against inappropriate staff-student relationships.
    1. Reviewed Academy Employee Handbook
    2. Kelly Jacobsen does an annual safety presentation for staff. Discusses appropriate student/staff relationships
    3. Initial fingerprints and background checks for new hires. Ongoing monthly checks on listed employees

VIII. Construction Update

A. Share progress to date.
    1. Reviewed
B. Review current state of the construction budget.
    1. Reviewed
C. Preview remaining timeline to project completion.
    1. Originally hoped to be done by mid-October. Now likely to be December

IX. Closing

A. Revisit Purpose of Agenda Items to Measure Effectiveness
B. Confirm Action Steps to Complete in 2026-27
C. Adjourn Meeting: meeting adjourned at 11:55

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THE ACADEMY OF CHARTER SCHOOLS

Prepare | Explore | Empower

Executive Director Board Report – August 2026 Meeting

Expectation: Share information about ongoing implementation of initiatives in support of the Finance & Operations section of The Academy's 5-year Strategic Plan and other Board priorities.

Finance & Operations

The Board will finalize the 2026-27 Data Dashboard at the August meeting. The Executive Director will present a mid-year update as it pertains to the Bi-Annual Finance & Operations Scorecard at the semester break.

We are poised for another busy and exciting year from the Finance & Operations perspective. We have already accomplished a great deal of facilities upgrade work over the summer, including completing our addition, and we are moving forward with the athletics project throughout the first semester.

Facilities Master Plan Update

Work is complete on the northwest wing addition, the kitchen expansion, and quite a few other summer upgrade projects. Work is moving forward steadily on the athletics main field renovation. We are still working through the permit approval process for the athletics practice field development. We will continue to share updates on that work throughout the school year.

Enrollment Update

To start the 26-27 school year, our PK-12 enrollment currently sits at 1882 (1842 K-12 plus 40 PK). Those numbers were 1891 (1851 K-12 plus 40 PK) at this time last year. Historically, there is still a lot of movement on enrollment numbers through the month of September, including confirming students who were registered but never showed up, welcoming exchange students, and continuing to enroll new students from the wait list as openings arise. The 26-27 budget is based on 1865 (1825 K-12 and 40 PK).

Staffing Update

We are fully staffed to start the 26-27 school year, with two exceptions. We are still seeking an After School Care Program Supervisor and a part-time Occupational Therapist. The hiring process is underway for both of those positions.

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Chief Academic Officer Board Report –August 2026 Meeting

Expectation: Share information about ongoing implementation of initiatives in support of the Instruction & Culture section of The Academy's 5-year Strategic Plan and other Board priorities.

Instruction & Culture Scorecard

Students are or will be completing baseline assessments (Star & MAPs) to start the year. Principals will present their beginning-of-year data as it pertains to the Bi-Annual Instruction & Culture Scorecard at the October Special Meeting. State Data and the School Performance Framework will be presented at the September Board meeting.

Scorecard

CAO August Snapshot

- Submit a draft of the UIP by September 15th. Finalize UIP by October 15th. UIP will be shared via email week of October 15th.
- Analyze state data and BOY data with principals and ED.
- Support, staff, and organize beginning of the year tasks and plans for student services. (504, IEP, ELD, GT)
- Onboard and train on new data dashboard platform, LinkIt.

Graduation Trajectory (Percent of seniors on track to graduate.)

This will be reported at the September Board meeting and subsequent meetings.

Attendance Update

Attendance rates will be reported at the September Board meeting and subsequent meetings.

CAO Strategic Initiatives

UIP Goals for the 26-27 School Year:

- Continue K-3 READ Plan goal to focus on increasing the number of students who exit their READ Plan each year or focus on increasing the Median Growth Percentile of students identified with READ Plans.
- K-12 instructional goal: Focus on elevating Tier 1 rigor along with differentiation and programming to include intentional depth and complexity for high-achieving and GT students.
- Attendance- Focus on reducing Chronic Absenteeism (particularly at K-5) and/or focus on Average Daily Attendance to be 95% or increase by 2-3%.
- 6-12 ICAP development and implementation. (Individual Career and Academic Plan)

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Introduction to Right at School

The Academy administration is currently considering a partnership with Right at School to provide curricular resources and management support for the After School Care program. Below is introductory information about what Right at School can offer.

Right at School's Alignment to The Academy of Charter Schools:

- Right At School doesn't simply provide childcare—we continue your "Prepare, Explore, Empower" journey after the dismissal bell by intentionally aligning activities with your educational mission.
- We value the importance of continuing to care for current staff, maintaining accessibility for families through cost efficiency and alignment, and navigating the landscape of potential community response to change. This is all in our wheelhouse and more- this work is **all** we do, and truly is *heart work* for us.

Right at School Overview:

- We are a *total operations* program, taking care of everything from registration, licensing, staffing, etc. Let us take the headache away from you (as you already have SO much going on)!
- We currently operate in 22 states, with growth just beginning in the state of Colorado! As of now, we are in Aurora Public Schools and Ascent of Northern Denver, with many districts anticipated to open this fall (Weld Re-3J, Weld 8, Mapleton...to name a FEW)!
- Our program's curriculum aligns with academic standards and the CASEL competencies.
- Safety, quality, and joy are the top priorities in our program. We conduct regular *Safety and Joy Assessments* and gather feedback through bi-annual surveys from families, districts, and school personnel, along with direct input from students to ensure we exceed expectations. This data is reflected in our annual Impact Report.
- Although we are a national program, we pride ourselves on being *locally inspired* (one of our core values), meeting the needs of your unique school community and plugging your school's aspirations into our own program to create real partnership.

Right At School Resources & Curriculum Examples (make sure to check out our *day in the life* video!):

- 2025/26 Right Club Curriculum Calendar (attached)
- Monthly I AM (attached)
- Zoo Crew JR Right Club Curriculum Calendar
- Gross Guts & Odd Organs Curriculum Sample
- Introduction to RAS Video -a day in the life!

Additionally, we will offer:

- Flexible 1, 2, 3, 4, and 5 day more affordable options for families
- Punch card and drop-in options
- Discounts: 50% district employees, 20% free & reduced lunch qualifying families, 10% sibling, and 10% military. We also accept state subsidy.

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